

MEMORANDUM FOR:

FROM: Harry E. Fitzwater  
Director of Training

SUBJECT: Perspectives for New Supergrades (U)

1. (U/AIUO) As Admiral Turner emphasized at your promotion ceremony, the move from GS-15 to GS-16 should be considered as more than a grade advance. This move into supergrade status marks a transition that carries with it new demands for an Agency-wide perspective. Admiral Turner has characterized this as synonymous with the movement in the armed services into flag rank, when the officer gives up his branch ties to become a general officer in his particular service.

2. (C) At the DCI's request, the Office of Training is presenting a three-day seminar for all new supergrades, entitled "Perspectives for New Supergrades." The initial running will be from 30 April to 3 May, with the first two days at [redacted] and the final day at Headquarters. You are requested to register by submitting a Form 73, Request for Training, to your training officer. Registrations must be submitted by 7 April.

Harry E. Fitzwater

27 March 1978

PERSPECTIVES FOR NEW SUPERGRADES (Draft Schedule)

30 April



25X1

1 May

0830-1015

First small group meeting

Small group meetings are designed to provide class members with the opportunity to share the data each brings in addressing a series of questions of Agency-wide concern in areas of resource and personnel management, secrecy and security, and the setting of priorities and evaluation procedures.

1030-1200

"The General Officer Concept"



25X1

A senior officer with Agency-wide experience will discuss the expanding scope of responsibilities and concerns that may confront a supergrade. He will also suggest the new opportunities for an Agency-wide impact on the setting and management of intelligence priorities, resource allocation, and organizational changes. He will touch upon potential areas for innovative change. He will offer an overview of the impact of recent changes in the organization and management of the Agency and the Intelligence Community, and in resources available.

1200-1300

LUNCH

1300-1430

"Agency-Wide Personnel Management"

Fred Janney

The Director of Personnel will focus on trends in personnel staffing and management that directly impact upon senior managers.

1445-1615

Small group discussions (continuing)

1800-2100

Dinner and informal discussion with the DDCI

2 May

25X1

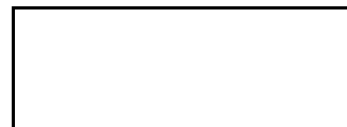
0830-1015 Small group discussions (continuing)

1030-1200 Resources Management (one or more of:



"Doing more with less" has been heard as the challenge issued the Agency over the past few years. The speaker(s) will deal with the accuracy of this slogan, providing a picture of the current situation for budget and resource allocation and offer projections for the future. In particular (they) will discuss the significance of the DCI's budgetary powers under XO 12036, and how these impact directly upon CIA. Trends in human vs. technical collection will be considered. Possible future changes in ~~25X1~~ organization of the Agency will be discussed.

1300-1430 Oversight--Legal and Organizational



The era of investigations has resulted in increasing scrutiny of Agency activities, and the creation or expansion of oversight mechanisms. This panel will highlight the explicit nature of these changes, and assess how they impact upon the ability of the Agency to perform its missions.

1445-1615 Small group presentations and discussion

1800-2100 Dinner and informal session with Congressman, Senator or staffer involved in legislative oversight (preferably from Senate side, as SR 2525 about to go forward).

Informal discussion, in which Hill representative would discuss Legislative concerns about the Agency, and relate the major elements of SR 2525 and considerations leading to their inclusion.

3 May

0930 (approx)



Unscheduled until 1600, pending availability of DCI/DDCI

1600-?

Meet with the DCI and Deputy Directors.

Concluding Remarks by DCI.

4 May

1730-1930

Reception in Executive Dining Room for class,  
with spouses. Senior Agency officials invited.

DDA

OLC-78-1355

25X1  
MEMORANDUM FOR: [REDACTED]

Attached are a draft schedule and the memorandum "of invitation" that went to each of the twenty-four who "ascended" into supergrade status at the February ceremonies.

25X1  
The possible May 3rd option awaits final resolution of DCI and DDCI participation. The DCI cannot meet with the class until 1600 on the 3rd, but we have held out the possibility of his coming [REDACTED] on 1 May, and the DDCI seeing the class - possibly earlier in the afternoon - on 3 May. I should have an answer on this in a day, and will contact you.

Date 28 Mar 78

FORM 101 USE PREVIOUS EDITIONS

25X1